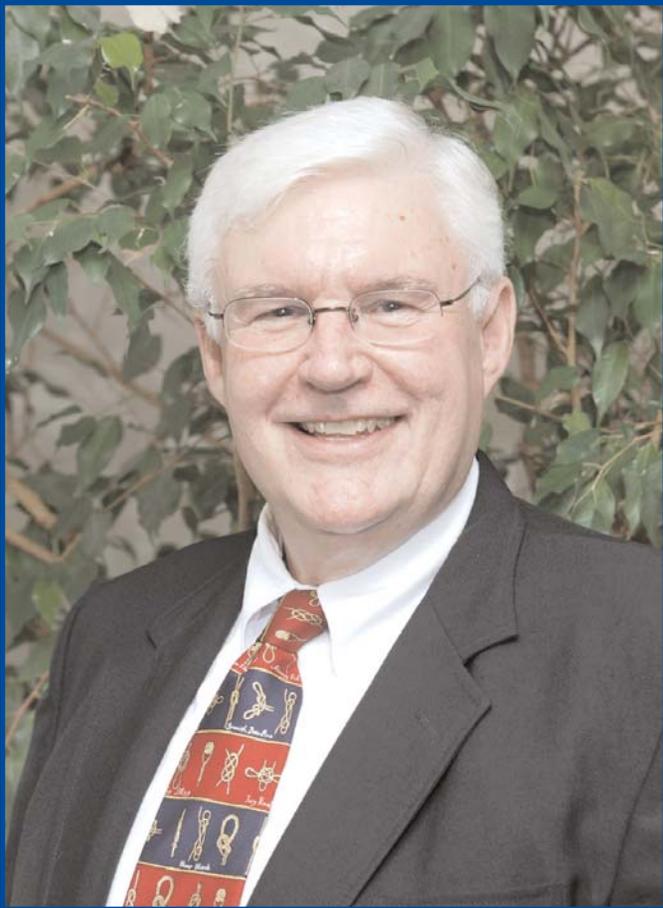


2003 COMMISSIONER'S AWARD FOR EXCELLENCE



James R. Smith, Jr. *Outstanding Leadership*

Acting Division Administrator
Asset Management Division
Central Office

Excellent is the word used to describe the kind of leadership that Jim Smith has given the Asset Management Division and the statewide Maintenance Program Leadership Group (MPLG). He has brought about accomplishments in several critical maintenance programs, as well as lent mature guidance. His emphasis on needs-based planning and budgeting has been particularly effective.

Jim has effectively presided over the MPLG meetings, soliciting input for the development of the agenda, demonstrating listening skills, thus enabling the group to focus and move forward. As a result, the MPLG has had constructive involvement in a number of statewide programs. Jim was successful in leading efforts to facilitate recommendations of the Joint Legislative Audit Review Committee; and for the first time, maintenance managers made progress toward the development of a realistic plan for needs-based budgeting.

Many vacancies needed to be filled in the Asset Management Division. Jim was successful in leading the way to fill them with competent employees. He has been available and responsive to the districts for answering questions, providing support, and coordinating work as needed. In summary, Jim Smith has added to the credibility of the VDOT maintenance operations.

Nominated by: Morteza Salehi

